

What's Inside...

President's Message.....	2
Treasurer's Report.....	2
SAHRA Board Minutes	3
SAHRA Meeting Minutes	4
HR Lunch Break Meeting Link	5
Legal Article	6
Membership List.....	7

June Meeting Information

Tina Reiss
Bravera Insurance
The Retirement Transition

Thursday, June 12th, 2025

PLEASE NOTE TIME CHANGE!

8:30 am MT Networking

8:50 am Chapter Meeting

9:00 am Program Begins

NDSU Extension Service Office
2680 Empire Road, Dickinson (North
of Sanford Clinic)
Enter Door C / South Side

<http://ndsahra.shrm.org>

June Meeting!

Join us at 8:30 am MT for Networking Before the chapter meeting and presentation begin at 9:00 am MT.

We look forward to welcoming Tina Reiss with Bravera Insurance. She will be discussing the Retirement Transition.

In this presentation, Tina will provide a high level overview of the typical process she goes through with a client who is transitioning from the workforce healthcare benefits to retirement.

Learn best practices for guiding employees through the shift, guidelines on Medicare Part A & B, Employer vs. Medicare coverage and the best advice an HR professional can give a potential retiree.



Tina Reiss, Bravera Insurance
Senior Market Specialist

SHRM Foundation Raffle



SHRM Foundation Raffle

To Purchase Tickets:

Text: SAHRA061225 to 76278

Follow steps on return text to enter

Select raffle items and buy tickets

1- \$10, 3- \$20, 7- \$35

Winners need not to be present; drawing held at June SAHRA meeting



MN Twins
vs. Washington Nationals

4 Tickets
July 26, 2025

behind visitor dugout
(\$400 value)



**Variety of
Bottles of Wine**

To share or not to share...
(\$80 value)

Help support many of SHRM Foundation provided benefits while having a chance to win the following prizes!

No credit card fees
Winner present at meeting gets 1st choice at prize selected.
Thank you CBIZ for sponsoring tickets!!



**Southwest Area
Human Resource
Association**

Did You Miss a Meeting?

SAHRA members are able to access recordings of membership meetings by logging into our website and clicking on the Meetings & Events tab. Each month will include a link to YouTube for meetings with permission to record.

<https://ndsahra.shrm.org/>

SAHRA is on Social Media!

Instagram: @NDSAHRA

Facebook: @NDSAHRA

LinkedIn: @NDSAHRA

*Society for Human
Resource Management*

1800 Duke Street
Alexandria, VA 22314

Phone: 703.543.3340

Toll Free: 800.293.SHRM

Email: shrm@shrm.org

Website: www.shrm.org

Thank You!

Thank you for your contributions
to this edition of the SAHRA
Newsletter..

*Southwest Area Human Resource
Association*

*This newsletter is a publication of the
Southwest Area*

Human Resource Association

Chapter #0571

PO Box 132 • Dickinson ND 58601

<http://ndsahra.shrm.org>

President's Message

Welcome Summer!!! For some, the busiest season of the year, especially if you still have kiddos under your roof. Between camps, summer school, sleep overs, trips to Grandma and Grandpa's house, family vacation and everything else, the summer evaporates on us. I know my goal this year is to take more Friday afternoons to enjoy the days with my kids and maybe try to get the husband to take some time for a family vacation.

As the summer will start to wind down, we prepare for a busy fall season, back to school and the upcoming NDSHRM Conference in September. The final schedule will be published soon, and Registration is currently open.

We look forward to welcoming Tina Reiss, Bravera Wealth to our June meeting to present on the Retirement Transition.

We hope to see you all in June and please SAVE the Date for the July Social on July 10th at Fluffy Fields. More information can be found on page 5 of this newsletter.

Treasurer's Report

*Southwest Area Human Resource Assoc.
June, 2025*

New Statement: Checking Account				\$5,951.63
Current Checks / Deposits	5.19.25		Interest Earned	\$0.05
	4.30.25	Deposit	Member Dues—PayPal Less Fees	\$458.97
	4.30.25	Deposit	Member Dues	\$115.00
Compare to ending bank statement balance				\$6,525.65
Outstanding Checks / Deposits				
New Statement:	CD 15mo @ 4.00%			
Certificate of Deposit	2.5.24	Deposit	Initial funding	\$10,000.00
	2.5.25	Interest Earned		\$408.49
	5.5.25	Interest Earned		\$101.52
BALANCE				\$10,510.01

SAHRA Board Minutes

May 12, 2025

Present (Virtually): Joetta Percy, April Frank, Tiffany Benner, Kim Heidt, Krissy Kilwein, Melissa Stoltz, and Marie Bittner

Absent: Alyssa Baranko, DeEll Jordre, Amber Beld and AJ Eslinger **Guests:** None.

President Bittner called the meeting to order at 12:02 p.m.

President Bittner called for a motion to approve the April Treasurer report that was published in the May newsletter. Upon motion by Krissy Kilwein, second by Tiffany Benner, motion passed and was carried.

President Bittner called for a motion to approve the March 3 and April 7, 2025 Board of Director meeting minutes that were published in the April/May newsletters. Upon motion by Joetta Percy, second by Kim Heidt, motion passed and was carried.

COMMITTEE REPORTS:

Program- Joetta Percy / Committee (Carissa Suter, Marie Bittner, Nicole Heidecker) – Suggested ideas for programming are always welcome. Future Tentative Programs: 2025 Programming – June – tentative DOL; July – possible head shot opportunity for members – more details to follow; Aug – tentative legal, Sept – no meeting; Oct-Dec TBD

Membership – Kim Heidt - Kim shared information on the Membership Director virtual meeting that she attended. Best practices were shared along with pending membership requirement changes to better serve the chapters.

SHRM Certification – April Frank - NDSHRM is sponsoring a certification scholarship for those interested in SHRM certification testing. The Certification Scholarship application can be found in the SAHRA newsletter or at <https://ndshrm.com/shrm-certification-scholarship/>

Public Relations/Technology –Krissy Kilwein – Krissy reported that membership meeting recordings are now available on the SAHRA website.

NO REPORTS - Diversity- Alyssa

Baranko / **SHRM Foundation/Past – President** – DeEll Jordre / **Secretary/Treasurer-** Melissa Stoltz / **Community Relations** – AJ Eslinger / **Workforce Readiness** – Amber Beld / **President Elect / Legislative Affairs** – Tiffany Benner / **President** – Marie Bittner

Old Business:

SHRM is working on a Co-Branding initiative that would further assist state and local chapters in their marketing initiatives. Marie will review and report back to the Board.

New Business:

The 2025 budget was reviewed and discussed. President Bittner called for a motion to approve the final 2025 budget draft submitted to the Board. Upon motion by Krissy Kilwein, second by Joetta Percy, motion passed and was carried. The approved final 2025 budget will be published in the June newsletter.

President Bittner discussed SAHRA's certificate of deposit (CD) that has matured. After several options were reviewed, the Board opted to reinvest the money at Bravera. Upon motion by Tiffany Benner, second by Krissy Kilwein, motion passed to reinvest SAHRA's \$10,510.01 CD in an 11 month CD with a rate of 4.00% at Bravera Bank.

Congratulations to SAHRA for earning the 2024 Platinum EXCEL award! . This recognition celebrates SAHRA's outstanding achievements in Chapter operations and commitment to delivering exceptional programs and services to its members.

Meeting adjourned at 12:53 p.m.

Submitted by: Melissa Stoltz, Secretary/Treasurer

Approved by: Marie Bittner, President

Southwest Area Human Resource Association Board of Directors

President:

Marie Bittner
CBIZ Benefits, Glen Ullin
marie.bittner@cbiz.com | 701-260-5964

Past President / SHRM Foundation Director:

DeEll Jordre
Marathon Petroleum, Dickinson
dmjordre@marathonpetroleum.com | 701-456-6912

President Elect / Legislative Director:

Tiffany Benner
Baker Boy, Dickinson
Trb_2013@yahoo.com | 406-971-5545

Secretary-Treasurer:

Melissa Stoltz, SHRM-SCP
a_mstoltz@yahoo.com | 701-260-3729

Certification Director:

April Frank, PHR, SHRM-CP
FH Holdings
aprilhouseholder@yahoo.com | 701-590-2900

Community Relations Director:

AJ Eslinger
Charbonneau Car Center, Dickinson
aj@cccnd.com | 701-456-9605

Workforce Readiness Director:

Amber Beld, SHRM-CP
Spartan Nash, Dickinson
amber.beld@gmail.com

Membership Director:

Kim Heidt
Steffes, LLC, Dickinson
kheidt@steffes.com | 701-690-6686

Program Director:

Joetta, Percy
Stark County, Dickinson
jpearcy@starkcountynynd.gov |
Program Committee Members include: Marie Bittner, Carissa Suter, and Nicole Heidecker.

Marketing Director:

Krissy Kilwein, SHRM-CP
Dickinson State University, Dickinson
krissy.kilwein@dickinsonstate.edu | 701-502-4304

Diversity Director:

Alyssa Baranko, SHRM-SCP
Bravera Holdings Corp., Dickinson
abaranko@bravera.bank | 701-483-3229

SAHRA Meeting Minutes

May 8, 2025

Members Present: Alyssa Baranko, Tiffany Benner, Kari Dunn, Coley Hueske, Alissa Karsky, Krissy Kilwein, Chandra Klusmann, Sofia Ortiz, Joetta Percy, Madison Pearson, Maria Ricks, and Melissa Stoltz

Members Via Zoom/Virtual: Paige Balliet, Brooke Braunberger, Sierra Burgess, John Cloutier, Michelle Dohrmann, Cindy Fetch, Stacy Hauptmann, Nicole Heidecker, Kim Heidt, Kristy Hintz, Karen Jirges, Nancy Lantz, Katrina Logan, Libby Matthews, Kelsey Morasko, Jen Murray, Shelley Nameniuk, LeDeanna O'Shields, Dannielle Parkin, Carey Praus, Patty Riely, Natalie Torgerson, Janelle Stoneking and Carrie Zubke

Guests present: Rebecca Christenson (All-In Development Team), Becca Vogel – virtual (Vogel Law Office)

President-Elect Benner called the meeting to order at 8:51 a.m.

President –Elect Benner called for a motion to approve the April 10, 2025 Chapter meeting minutes that were published in the May newsletter. Upon motion by Joetta Percy, second by Krissy Kilwein, motion passed and was carried.

NEW MEMBERS: None.

ANNOUNCEMENTS:

- President-Elect Benner announced that the April Treasurer report was available for review in the May newsletter. If there are any questions, please contact a Board member.
- Early Registration Available Now! The 2025 ND SHRM Annual Conference will be held September 9-11, 2025 in Bismarck.
- NDSHRM is sponsoring a certification scholarship for those interested in SHRM certification testing. The Certification Scholarship application can be found in the SAHRA newsletter or at <https://ndshrm.com/shrm-certification-scholarship/>
- The NDSHRM Volunteer Award Nomination form is also available at <https://ndshrm.com/north-dakota-shrm-volunteer-leader-award/> The North Dakota SHRM Volunteer Leader Award is given by the ND SHRM State Council and recognizes an individual with an outstanding record of serving as a volunteer leader in the human resources field within the state. Our very own Carrie Zubke was the first individual to receive the award in 2024! Submit your nomination today!
- The NDSHRM Professional Excellence nomination forms will be available soon. Watch for more details to come!
- SHRM is offering a conference discount to any conference attendees willing to volunteer at the upcoming SHRM25 Annual Conference in San Diego on June 29-July 2, 2025. Go to <https://annual.shrm.org/>

for more information.

- Attention SHRM Certified Members! NDSHRM is offering an HR Summer Lunch Break webinar series which is available the 2nd Thursday of the month at 11 am MT. SHRM Certification credits are available for these webinars. Information will be sent out via an exclusive SAHRA membership email blast, and the link is also available in the SAHRA newsletter. If you can't attend the live presentation, please register prior to the event and you will have access to the recorded version. Thank you NDSHRM for this opportunity!



put
your
positive
pants
on

COMMITTEE REPORTS: None.

OLD BUSINESS: None.

NEW BUSINESS: None.

The business meeting adjourned at 8:54 a.m. ■

PROGRAM: Top 5 Training Trends for 2025 – Kari Dunn & Rebecca Christenson – All In Development

Minutes Submitted by:

Melissa Stoltz, Secretary/Treasurer;

Tiffany Benner, President-Elect

SAHRA Member Shoutout!!

DeEll Jordre recognized by the Greater ND Chamber as a Women You Need to Know and Watch in North Dakota business.

<https://www.ndchamber.com/women-to-know-and-watch>



HR SUMMER SCHOOL LUNCH BREAK
2nd Thursday of the Month at 11 am MT
June Meeting Link Available Soon



Interested in attending SHRM25? You may be eligible to receive a discounted rate if you volunteer! Additional information can be found on the SHRM website. Go to this link to complete the SHRM25 Volunteer Interest Form:

<https://sdshrm.wufoo.com/forms/shrm25-volunteer-interest-form/>

San Diego SHRM is pleased to welcome SHRM25 to San Diego! We are now taking preliminary interest for volunteers at SHRM25. More information will follow regarding scheduling and registration. Completing this form does not guarantee a spot as a SHRM25 volunteer. However, if you complete this form please DO NOT register for SHRM25. If you are selected to volunteer, SHRM will register you for the conference. If you are not selected to volunteer, SHRM will honor the registration rate at the time the interest form was completed.

The Value of SHRM Membership

Become part of a powerful network of nearly 340,000 HR Professionals who are united in creating workplaces the work for all.

Ready to become part of the SHRM community? Join today!

shrm.org/TransformHR



Legal Article



SCRUTINY OF AI USE IN HIRING CONTINUES TO GROW

By Marissa R. Cerkoney

Artificial intelligence (“AI”) continues to take the world by storm and has been more prevalent in the workplace. Specifically, more employers are utilizing AI in their employment decisions. By involving AI, employers have found that they can streamline the hiring process, specifically when it comes to screening applicants. However, employers should be prepared for potential discrimination actions that may arise from using AI to screen applicants and making employment decisions. The ongoing case of *Mobley v. Workday, Inc.*, has identified significant implications for employers using AI to screen applicants.

Derek Mobley, a Black man over the age of forty, submitted more than one hundred applications to companies using Workday, an AI-based hiring tool, and claims he was rejected every time. Mobley commenced a lawsuit against Workday and alleged that the AI systems incorporate illegal biases, rely on prejudiced training data, and unfairly penalize older candidates.

Workday requested the district court dismiss the lawsuit; however, the court declined and noted that “there is no meaningful distinction between software decision-makers and human decision-makers for purposes of determining coverage as an agent under the anti-discrimination laws.” This decision allows the case to proceed as a class action. Additionally, the Equal Employment Opportunity Commission (EEOC) filed an amicus brief supporting a class action against Workday, arguing that AI vendors can bear direct liability under federal anti-discrimination laws, like traditional employment agencies.

This case highlights the scrutiny of AI use in applicant screening, and employers using AI can expect increased potential legal challenges to their hiring processes. If the allegations in *Mobley v. Workday, Inc.*, are proven, employers relying on Workday’s AI screening tools could be liable for discriminatory practices, as the court determined that Workday could be considered an “agent” of the employer, sharing responsibility for hiring decisions.

The Takeaway:

Mobley v. Workday, Inc., marks a pivotal point in employers’ use of AI in making employment decisions. While the case is ongoing, *Mobley v. Workday, Inc.* emphasizes the growing scrutiny of AI in employment decisions and potential for legal exposure. With AI becoming more prevalent in the workplace, it is important that employers ensure that their use of AI is in compliance with federal, state, and local laws. Employers are well advised to seek legal counsel when confronted with possible employment discrimination.

Our Interest in Serving You:

My law firm’s goal is to give understandable information and to foster discussion about real-life issues facing human resource professionals. If we are not achieving that goal or if you would like us to address other employment law issues, please email me at mcerkoney@ndlaw.com. We promise to take your comments and ideas to heart.

Disclaimers (Otherwise known as “the fine print”)

I make a serious effort to be accurate in my writings. These articles are not exhaustive treatises, though, so do not consider them complete or authoritative. Providing this information to you does not create an attorney-client relationship with my firm or me. Do not act upon the contents of this or of any article on our homepage or consider it a replacement for professional advice.



**Marissa
Cerkoney,
Lawyer
Ebeltoft
Sickler**

1. Aryal, Urja-ABLE, Inc. Dickinson
2. Balliet, Baker Boy, Dickinson
3. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
4. Beld, Amber, SHRM-CP*- Spartan Nash, Dickinson
5. Benner, Tiffany*-Killdeer Mountain Manufacturing, Dickinson
6. Bittner, Marie*-CBIZ Benefits, Glen Ullin
7. Braunberger, Brooke-Watford City Park District
8. Burgess, Sierra*-Therapy Solutions, Dickinson
9. Calihou, Dessie*-Dunn County, Manning
10. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
11. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
12. Cummins, Karen-Theodore Roosevelt Medora Foundation, Medora
13. Degruy, Margaret-Theodore Roosevelt Foundation, Medora
14. DeWall, Shannon-Baker Boy, Dickinson
15. Dohrmann, Michelle-Consolidated, Dickinson
16. Dunn, Kair, All in Development Company, Dickinson
17. Erickson, Kay-Dickinson Heating & Air, Dickinson
18. Eslinger, AJ*-Charbonneau Car Center, Dickinson
19. Fetch, Cindy – Southwest Water Authority, Dickinson
20. Fong, Carter-Dickinson Chamber of Commerce, Dickinson
21. Frank, April, SHRM-CP, PHR* - FH Holdings, Dickinson
22. Harper, Lynae, SHRM-CP-Chord Energy , Dickinson
23. Haugen, Tammy-Marathon Petroleum, Dickinson
24. Hauptmann, Stacy*-Denny's Electric, Dickinson
25. Heidecker, Nicole-Baranko Companies, Dickinson
26. Heidt, Kim*-Steffes, LLC, Dickinson
27. Hintz, Kristy*-Ixm Watercare, Dickinson
28. Hintz, Layne-City of Dickinson
29. Howe, Rebecca*, SHRM-SPC, SPHR-Savanna Well Servicing, Dickinson
30. Hieske, Coley, Foremost Well Service, Dickinson
31. Jacobson, Amy-Steffes, LLC, Dickinson
32. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
33. Johnson, Mackenna-Ion Field Services, Dickinson
34. Jordre, DeEll*- Marathon Petroleum, Dickinson
35. Karsky, Alissa*-Ironworks, Dickinson
36. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
37. Klusmann, Chandra-Steffes, LLC, Dickinson
38. Lantz, Nancy - Southwestern District Health Unit, Dickinson
39. Logan, Katrina, PHR*-Baker Boy, Dickinson
40. Matthews, Libby*-Dickinson Ready Mix, Dickinson
41. McCoy, Mariel-Baranko Companies, Dickinson
42. Miller, Shea-Ebeltoft.Sickler.Lawyers, Dickinson
43. Morasko, Kelsey-State of North Dakota Office of Management and Budget, Dickinson
44. Murray, Jen*-Southwest Water Authority, Dickinson
45. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
46. Nicklos, Amanda-Steffes, LLC, Dickinson
47. Nix, Jennifer-Theodore Roosevelt Foundation, Medora
48. Norby, Jenna-McKenzie County, Alexander
49. Northrup, Terri-McKenzie County, Watford City
50. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
51. Oase, Matt*, SHRM-CP-City of Killdeer
52. Ortiz, Sofia*
53. Parkin, Dannielle-TMI, Dickinson
54. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
55. Pearson, Madison-Steffes, LLC, Dickinson
56. Pokorny, Ivy-Marathon Petroleum, Dickinson
57. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
58. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
59. Ricks, Maria-Community Action, Dickinson
60. Riely, Patty-Dickinson Parks & Recreation, Dickinson
61. Sickler, Brandon*, SHRM-CP-Killdeer Mountain Manufacturing, Dickinson
62. Stoltz, Melissa, SHRM-SCP*, Dickinson
63. Strommen, Sheila*-Theodore Roosevelt Foundation, Medora
64. Suter, Carissa, SHRM-SCP- Marigold Consulting, LLC, Watford City
65. Swanson, Ashley*-Steffes, LLC, Dickinson
66. Torgerson, Natalie, SHRM-CP*-City of Dickinson
67. Tysver, Danita - Stark County Development, Dickinson
68. Wallace, Sarah*- Wallace Business Services, Dickinson
69. Willett, Janelle - Connect Medical Clinic, Dickinson
70. Zubke, Carrie, SPHR, SHRM-SCP*,- Bravera Holdings Corp, Dickinson

* - indicates SHRM National Membership

PHR indicates HRCI's Professional in Human Resources certification

SPHR indicates HRCI's Senior Professional in Human Resources certification

SHRM-CP indicates SHRM's Certified Professional certification

SHRM-SCP indicates SHRM's Senior Certified Professional certification